



The DBM Bulletin

The official newsletter of the Department of Budget and Management

Open Data: Bringing Budget Data to Life

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Where do our taxes go?

This is a common question raised by the taxpaying public which the government should properly respond to. The answer can be given in several ways—through information, education and communication (IEC) materials; through a one-on-one interaction or group interface; or via the Open Data website (www.data.gov.ph).

Through the Open Data, the public can get information on various government datasets at the click of a finger. Not only that, the datasets are uploaded in an open format that could easily be used to create images/graphs and/or innovative applications. The website likewise provides interactive dashboards and infographics to help viewers understand the data.

Last November 27 and 28, an Open Data Boot Camp was held for selected DBM technical staff to generate a deeper understanding of Open Data, collaborate in codifying the DBM information protocol, and more importantly, to build capacity for opening up data.

Opening up budget data can definitely revolutionize the way we engage citizens in governance. Being open to budget information cultivates a culture of transparency and accountability in government. It helps bring budget data to life, through visualization, making it more useful, relevant, accessible, and understandable to the Filipino citizenry.

During the Boot Camp, participants were given a 'crash course' on visualizing data (how to analyze and present data using design principles and open source tools) to give stories based on a given data set.

With an average attention span of only 8 seconds¹, catching the audience's attention is important; hence the need for good visuals. Knowing the objective and audience, and understanding existing data to be shared are basic

¹Based on a 2013 research done by the National Center for Biotechnology Information, U.S. National Library of Medicine, The Associated Press.

see page 9 ►



DBM's Journey in the Year of the Horse

Focused on its commitment to bring its *Daang Matuwid* to a much higher level, the DBM practically galloped in 2014—the year of the wooden horse.

Below are some of its significant achievements:

Outcome-based PIB. The DBM took the high road to performance management by shifting from output to outcome focus in preparing the 2015 Budget. Under this scheme, agencies are required to more clearly define their commitments in the attainment of the goals and objectives contained in the Philippine Development Plan.

SPMS. To effectively link individual performance with the organization's objectives, the DBM adopted the CSC-prescribed Strategic Performance Management System (SPMS). Department Order No. 2014-14 issued in July provided the guidelines for its implementation.

DBM sparkles in gold. To strengthen its institutional brand, the Department adopted a new branding system which features the DBM seal in gold rendition; a gold standard as a unifying feature of all DBM design applications; and the gold integrity mark which can be used as watermark for budget release documents, a stamp for DBM official issuances and other secure applications.

DBM provides another home for its employees. As the common adage goes, "There's no place like home." And the FPB, LS, OPCCB, SPIB, and TIS can definitely attest to this when they transferred to their newly renovated home, commonly known as DBM Building I, last April. The formal inauguration and blessing of the renovated building came much later (September 22, 2014) due to the 2015 budget preparation activities.

DBM marks 78th anniversary. DBM celebrated its 78th founding anniversary with a weeklong celebration of fun, games, and party. The event culminated on April 25 with a masquerade ball and talent competition dubbed "DBM Got Talent".

Birth of new publications. This year, the DBM gave birth to new IEC babies—the *eUpdates* and *Technical Notes on the 2015 Proposed National Budget*. The former, born in May, is an in-house, online journal that caters to the DBM community while the latter provides a detailed story on the proposed budget—its underlying principles and objectives, and key budget priorities.

Good Governance Dialogues: From Luzon to Mindanao. In partnership with the Union of Local Authorities of the Philippines (ULAP) and civil society members of the Philippine Open Government Partnership (OGP), the DBM organized regional fora from Luzon to Visayas and Mindanao to raise awareness on the OGP and encourage support for the OGP commitments and Good Governance Cluster initiatives. Dubbed as Good Governance Dialogues, the fora brought together national and local governments, civil society, business groups, academe, international development partners, and media to discuss strategies and innovations on open governance and fiscal transparency.



The renovated DBM Building I located at General Solano Street, San Miguel, Manila.



Budget Chief Florencio 'Butch' Abad talks about budget reforms during the Good Governance Dialogue event.

DBM goes full blast on ISO QMS implementation. In its bid to be ISO 9001:2008 certified this year, the DBM, led by the QMS Core Team, held series of capacity building

DBM's journey . . . from page 2

activities on quality management system, conducted internal audit to all DBM bureaus and offices, and refined the DBM Quality Manual. In September, the DBM QMS was launched and the DBM Quality Policy was signed.

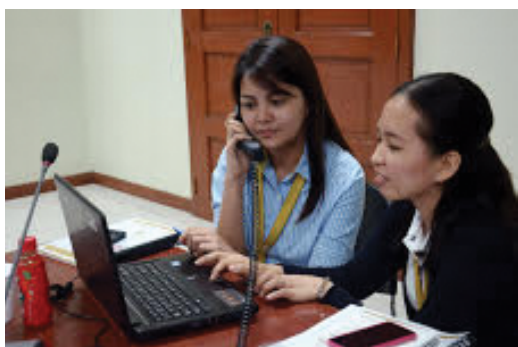
G for Gold! GPB Bags Gold Award in New York. The Grassroots Participatory Budgeting, or the Bottom-Up Budgeting, got a Gold Open Government Award during the inaugural Open Government Partnership



(OGP) Awards held on September 24, 2014 at the United Nations Headquarters in New York City. It was one of the three gold awards recognized for their innovative and citizen-driven initiatives in designing and implementing public policy. The award likewise affirmed the Aquino Administration's steadfast commitment in promoting transparent, accountable, and participatory governance by giving the people a voice in budgeting.

DBM Recognized as ARTA Partner. On October 22, the DBM was conferred a Plaque of Appreciation by the CSC for the Department's unwavering support to the CSC's "goal to reduce bureaucratic red tape and create an honest, responsible, transparent and efficient civil service." The plaque was given during the Commission's ceremony dubbed "Celebrating Excellence in Public Frontline Service" held at the Luxent Hotel, Quezon City.

UACS Help Desk Launched. The UACS Help Desk, launched on October 27 at Casa Rocas, is a hotline (02-7913002) that provides call center services to all UACS users who have queries about the UACS. It is manned by the DBM technical staff from the Budget and Management Bureaus and is available from Monday to Friday, 8:00 a.m. to 5:00 p.m. The UACS is a critical reform under the Public Financial Management Program as it provides a single accounts classification system—a common language for all government accounts. A UACS website will also be launched soon to enable users search, print, and download all UACS codes, including new ones. ■



A DBM technical staff 'answers' a call during the call-handling session of the Training Workshop on the Implementation of the UACS Help Desk.

P22-B Supplemental Budget Addresses Urgent Funding Requirements

The proposed P22.47-billion supplemental budget pending in Congress will respond to urgent funding requirements for priority infrastructure, socio-economic, and rehabilitation and reconstruction projects.

Budget Secretary Florencio "Butch" Abad said, "These priority projects were identified as urgent this year but only after the 2015 National Expenditure Program (NEP) had been sent to Congress last May. As such, there is no truth to misgivings that these projects are funded by any existing appropriations law, much more the proposed 2015 National Budget."

The supplemental budget will fund urgent projects like the housing component required by the Comprehensive Recovery and Rehabilitation Plan (CRRP) for Typhoon Yolanda, which had been approved only this July. Though P11 billion of the funding requirement for housing was covered by the 2014 National Risk Reduction and Management Fund (NDRMMF) and released to the National Housing Authority (NHA), it still needs to draw P8 billion from the supplemental budget for a total of P18.9 billion as required by the CRRP.

On the other hand, the Department of Social Welfare and Development (DSWD) will receive P1.94 billion to update their National Household Targeting System for Poverty Reduction (NHTS-PR). Also known as *Listahanan*, this is a nationwide database of the poor who urgently need support, especially those recently affected by Yolanda. This project update was not funded by either the 2014 or 2015 national budget because its fund source was supposed to be from savings incurred this year, but this was barred by the SC ruling that savings could only be declared at year's end. Thus, the National Government could only fund the program through its inclusion in the supplemental budget.

The P22.47-billion supplemental budget will also address valid obligations incurred by the National Government on completed or commenced projects under the Priority Development Assistance Fund (PDAF) as well as approved projects supported by the Disbursement Acceleration Program (DAP) that need implementation. Though the enactment of both programs was halted by the Supreme Court, these projects were not ruled as illegal by the high court.

Abad added that, "We crafted the proposed supplemental budget under the principles of transparency and accountability under President Aquino's *Tuwid na Daan*. But we were also guided by the high court ruling advising us to resort to a supplemental budget to support priority projects not funded by current or future General Appropriation Acts (GAAs)." (PIU)

Union Dues in Motion

BUDGET Accomplishments in 2014

By: Sheryll Grace Aromin, President, BUDGET

The year 2014 has been a momentous and fun-filled year for the Budget Union for the Declaration of Genuine Employees' Thrusts (BUDGET).

The first quarter started with several sports and wellness programs which included the successful awarding ceremonies for the first ever BUDGET Unity Cup where DBM employees participated in sport tournaments (e.g., basketball, volleyball, and badminton) and in cheerdance competition. In February, a Valentine's Health Program—*Lab ng Puso* (Please Be Careful With My Heart)—was conducted to give free Electrocardiogram (ECG) to employees as part of the BUDGET's advocacy to continuously find ways to improve the health and well-being of DBM employees.

In March, the DBM was blessed to have been visited by the Pilgrim Statue of Santo Niño of Cebu under the stewardship of Ms. Myrna Garrido of the Confradia de Santo Niño de Cebu. The welcoming ceremony to Santo Niño was made more joyous with the Sinulog Dance performed by selected children from the Baseco Compound.

Among the highlights of BUDGET's programs during the DBM 78th Anniversary Celebration were the following:

- Blood letting activity for the National Children's Hospital
- BUDGET logo making contest
- Isn't it Amazing Race (adaptation of the Amazing Race)
- DBM Tiendesitas
- La Liga las Estrellas (League of Stars) - Mini-tournament for Basketball and Volleyball
- Regional League for selected Regional Offices
- Women's League - Liga of Extraordinary Women



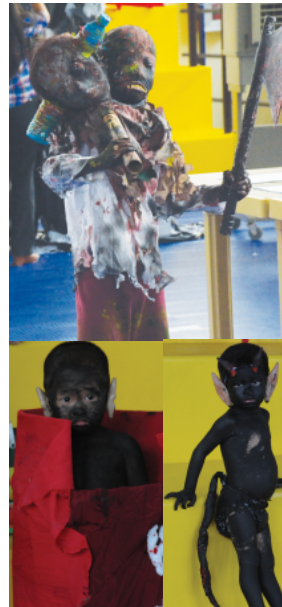
Heading for victory! One of the teams which competed in "Isn't it Amazing Race."

Pursuant to the BUDGET's goal of promoting transparency and information sharing, a special BUDGET meeting was held in June to discuss the issues and implications of the delineation of functions of senior officials under DBM Department Order No. 2014-4 dated March 31, 2014. This special meeting was an offshoot of the consultative meeting of the BUDGET and the Management on said issuance.

To continue the advocacy for health and wellness, a free Dental Mission was conducted in coordination with the Philippine Dental Association (PDA). The invited dentists from PDA performed free prophylaxis (teeth cleaning) and tooth extraction for DBM employees.

As part of the BUDGET's aim to foster fellowship and sense of belongingness among employees, the DBM SPOOKtacular Halloween Program was held last October 28, 2014 where employees and children guests participated in several contests such as:

- Scariest Booth
- Batang Spooktacular (Scariest costume for children)
- Empleyadong Spooktacular (Scariest costume for employees)



Winners all! Mga Batang Spooktacular: Arwin Jace Enriquez, Visha Bermas, and Johndam Damian (in no particular order).

In said program, the first *Dangal ng Unyon Awards* were given to selected bureaus, services and offices, chosen by the BUDGET, which have shown commendable actions and traits during the year.

As of date, the BUDGET has been visiting bureaus, services and offices and conducting consultative meetings with rank-and-file personnel to determine their current conditions, issues, and concerns. The goal is to elevate these concerns to the management and formulate corresponding solutions and actions.

As the need arises, the BUDGET has also assisted employee requests for voluntary financial assistance

and prayers for deceased members of families.

The last quarter signals the start of the BUDGET negotiations with management on the grant of the FY 2014 Collective Negotiation Agreement Incentive. And now as the yuletide season draws near, the BUDGET plans to coordinate with the Administrative Service to make our Christmas Party celebration happier and more meaningful.

Looking forward, we aim to achieve more and surpass the foregoing rundown of the BUDGET's programs and accomplishments for its first year. With your continued support and participation, the BUDGET is fueled to implement worthwhile projects that are reflective of our advocacies and thrusts—the epitome of your UNION DUES IN MOTION.

PFM UPDATES



UACS implementation in full swing

By Ms Sylvia Inciong, Communications Officer of the Philippines Public Financial Management Program (PFMP)

Considered as the first major reform introduced under the Public Financial Management (PFM) Reform program, the Unified Accounts Code Structure (UACS) roll-out went on full swing in 2014. Several activities marked the roll-out of the UACS this year, which include the following:

- A series of trainings were conducted for some 34 batches and 4,000 employees from the following Departments/Agencies: COA, DBM, DOF-BTr, DILG, DSWD, DND, DAR, DENR, DA, DFA, NEDA, DOF-BIR, DOF-BOC, DOLE, DOJ, Congress, PhilGEPS, and DOST. A Training of Trainers (ToT) for COA and DBM staff were also conducted this year to reach the regional operating units. In the pipeline for training are DOH, DTI, Judiciary, DOE and DOT.
- Significant communications materials were developed to further increase awareness and understanding of UACS, including: the development of a UACS Primer, posters, bookmarks, flyers and an audio visual presentation featuring Undersecretary Luz Cantor. A UACS Timeline exhibit was also unveiled during the PFM Fellowship Night and UACS Help Desk launch held last October 27 at Casa Roces in Malacanang.



- A UACS Help Desk was created to serve as a hotline for all inquiries about UACS. Available from Monday to Friday, 8:00 AM to 5:00 PM, the UACS Help Desk can be reached at telephone number 791-3002.

The UACS has been used in the preparation of the 2014 National Budget.

UACS Website in the Offing

A Unified Accounts Code Structure (UACS) website will be made available soon to provide UACS users access to all UACS codes (including new accounts codes not reflected in the UACS Manual) and various reference materials on UACS. It will also allow users to search, print, and download the UACS codes.

The design and development of the website has been completed, and a request has been submitted to the DOST-ASTI for approval and registration of its Domain Name System (DNS).

About the PFM

The Public Financial Management (PFM) Reform Program aims to improve efficiency, accountability and transparency in public fund use in order to ensure the direct, immediate, substantial and economical delivery of public services especially to the poor.

The Program implements the key strategies of the Philippine PFM Reform Roadmap: Towards Improved Accountability and Transparency (2011-2016), a comprehensive reform agenda that seeks to clarify, simplify, improve and harmonize the government's financial management processes and information systems. The integrated systems will cover all transactions of government and apply uniformly to all government agencies. (www.pfm.gov.ph)

A Tribute to Two Great Men

As we bid farewell to 2014, we are also saying adieu and good luck to two honourable men of DBM who have retired this November: Director Ali of RO XII and Sir Lando of the Central Records Division.

Direk Ali's Exceptional Leadership

By: Roxanne Mae D. Mapa, RO XII



It's quite a challenge to encapsulate Director Alikhan B. Marohombsar's brand of leadership into words that would perfectly describe how his rough ways molded DBM *Dose* into what it is now. What started off as a long effort in building his own pillars, ended up with an effective style of management that made him a boss who is admired and respected.

Reigned as Rajah Muda of Ganassi, the royal title he carries is clearly manifested in the power and strength he exercised over his subordinates in DBM *Dose*. His power as the Regional Director to impose strict compliance to policies and rules and to live by the mandates of the office, and his strength to effectively manage the office and his people, are all eminent traits of an influential ruler that Rajah Ali certainly holds.

Valuable testimonies from people who worked with him often give credits to Direk Ali's strong presence during gatherings. Sometimes mistaken as being aggressive, his actions are more appropriately described as an expression of his firm determination to stand for certain matters and issues at hand. Known also for his remarkable wit, the wisecracks and the humor in his speeches shouldn't be missed despite the calmness in his tone and the serious face he projects. One essential thing to catch from his messages are life's lessons and teachings in faith that definitely touch the hearts of many.

To those who barely know Direk Ali, he also imparts his favourite quotes to his employees and clients. Starting with the most popular "*Igalang po natin ang oras ng iba,*" he lives by this saying mainly because he always values the essence of time and encourages others to do the same. "Upon knowing the answer, they suddenly changed the question," again another thought from Direk Ali that pushes people to think well about every decision and know the consequences of actions beforehand, as he always does. There are a lot more of his shared wisdom but one of the most remarkable is "*Kung meron kang importanteng desisyon na gagawin, you pray first. Kahit gaano ka-importante ang ginagawa mo, God first*", these words were not just said by Direk Ali but he lives by it. Indeed, these are characters of a true Muslim.



The retiree together with some DBM CO and RO officials

Direk Ali deviates from conventional ways of helping employees develop a strong sense of self-confidence that outweighs any pat-on-the-back or award provided. He believes the hardest way is the best way. Because of his high performance standards, he pushes his people to excel by challenging them to think, and challenges them to challenge him.

His management style produced people that are competent and strong enough to continue his legacy. His wisdom has made a significant impact on the lives of people who had the chance to work with him. All of these undoubtedly made his brand of leadership an exceptional one. And as he goes out from the government service, he continues to uphold his all time mantra, "I am not afraid of tomorrow, for I have seen yesterday and I love today." It has indeed been a long career journey for Direk Ali, but he certainly made his way to being one of the strong pillars of his forever family, the DBM *Dose* Team.

Christmas Throwback Photos



CHRISTMAS MESSAGE

After a year when our dedication to public service and our principles of good governance have been thoroughly tested, this holiday season offers us all an opportunity to reflect on our triumphs and challenges as an institution.

We have worked tirelessly and with determination to ensure that public financial management in the Philippines is carried out with transparency, accountability, and citizen engagement. In the face of adversity, we have continuously strived to take our nation farther along the Daang Matuwid. We have reaped the fruits of our labor as our country has been honored with accolades and improved credit ratings, and has progressed in global competitiveness.

It has truly been a wonderful year for DBM, and each and every one of you deserves to be proud of your achievements. I look forward to working with you in the remaining 18 months—I trust that, through our collective effort and dedication to public service, we will succeed in truly reforming Philippine public financial management.

I wish you and your families a very Merry Christmas and a Happy New Year, and may you enjoy all the warmth and joy that the season brings. May the months and, indeed, years ahead be filled with peace, love, success, and lasting prosperity for the nation.

Mabuhay tayong lahat!

Sec. Butch

Statement of Secretary Abad on the passage of the proposed 2015 Budget:

"On behalf of the Aquino administration, we extend our gratitude to our colleagues in Congress for taking swift and appropriate action on the Administration's budget proposal, thus facilitating the enactment of next year's expenditure blueprint before 2014 comes to a close."

"We mustn't forget what an essential role the 2015 budget plays in our campaign for rapid, sustained, and inclusive growth in the country. With 37% of the proposed budget now allocated towards Social Services and 27% of the total program already channeled to Economic Services, we are taking sure and certain steps to improving the lives of every Filipino. This has been the Aquino administration's goal from the start: to serve the public better through a transparent and citizen-centric National Budget, all in the spirit of reform, better governance and Daang Matuwid."

Christmas Greetings in Filipino Languages/Dialects

Aklanon
Bikol
Bisaya
Cebuano
Chabacano

Malipayon nga Paskwa
Maogmang Pasko
Maayong Paskua
Malipayong Pasko
Feliz Navidad

Ilocano
Ilonggo
Ivatan
Kapampangan
Tagalog

Naragsak a Paskua
Malipayon nga Pascua
Masuyut a Pascua
Masayang Pascu
Maligayang Pasko

DBM Recognized as an ARTA Partner

By: Marlyn de Guzman, Chief Budget and Management Specialist, Systems and Productivity Improvement Bureau

In a grandiose ceremony dubbed “Celebrating Excellence in Public Frontline Service”, the Civil Service Commission (CSC) recognized its partners in implementing the Anti-Red Tape Act in a program held at the Luxent Hotel, Quezon City last October 22, 2014. The DBM was one of the active partners which was conferred a “Plaque of Appreciation” for “its unwavering support to the CSC’s goal to reduce bureaucratic red tape and create an honest, responsible, transparent and efficient civil service.” The program was a gathering of exemplary leaders and partners in implementing the Anti-Red Tape Act of 2007 (ARTA) pursuant to Republic Act No. 9485.



The Plaque of Appreciation given to the DBM by the CSC.

Other staunch CSC partners in implementing successfully the ARTA Program who were recognized in the testimonial rites are: the United States Agency for International Development (USAID); Philippines-Australia Human Resources and Organizational Development Facility (PAHRODF); United Nations Development Program (UNDP); University of the Philippines College of Public Administration and Governance (UP NCPAG); Ateneo de Manila University (AdMU); Polytechnic University of the Philippines (PUP); ICT Office of the Department of Science and Technology; Bantay.PH; Philippine Long Distance Telephone Company (PLDT); Radyo ng Bayan; Philippine Information Agency; DZMM; GMA; TV5; and Net25.

In the same event, the CSC also launched a coffee table book, “Breakthrough: Game Changers in Public Frontline Service Delivery.” It details stories on the efforts of the aforementioned awardees to advance the government’s anti-red tape program.

A tribute . . .

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Sir Lando: A Dedicated Public Servant

Serving the greater public simply runs in his veins.

After his stint as a school teacher at the Rizal City School in Pasay where he taught economics and practical arts in high school, this young man from Catanduanes—Mr. Orlando M. Magdaraog—decided to transfer to the DBM (then Budget Commission) in 1976 as Clerk I.

Through his hard work and dedication to service, he was promoted on several occasions until he became the head of the Central Records Division (CRD) under the Administrative Service.

Our Records Chief is not only skilled with records and archives management; he is also good with strings—playing the guitar in his free time is one of his hobbies. He also likes to read and watch movies or favorite shows on TV.

A loyal man with integrity is how his fellow colleagues describe “Sir Lando”. Ms. Marissa Santos of CRD also shares how Sir Lando accommodated and warmly welcomed her during her first day at work in the DBM. More than a co-worker, he is also a good confidant even outside the office.



Dedicating 38 years of his prolific life in DBM, Sir Lando has gained the respect of his peers and has inspired them to do their best in everything they do. (TIS) ■



Mr. Magdaraog and his “extended” family

Government to Simplify PBB Validation Process



Undersecretary Richard 'Bon' Moya, chair of the Administrative Order (AO) 25 Technical Working Group (TWG), during the recent meeting of the TWG at the DBM Executive Lounge where the proposed measure to simplify the PBB validation process was discussed

The Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems is on the move to streamline the eligibility assessment process for the Performance-Based Bonus (PBB) to expedite the review process, thus enabling an earlier PBB payout. Based on a study, the validation process for the 2013 PBB took about an average of 128 working days or six months. This covers the submission of accomplishments up to the final assessment and release of the FY 2013 PBB¹.

Discussions and consultations with agencies have been conducted to identify strategies and concrete actions to simplify the FY 2014 PBB validation process so that qualified government agencies can get their well-deserved performance bonus at the soonest possible time.

The Task Force is set to issue a resolution streamlining the review and validation process for the grant of the 2014 PBB.

The PBB is a top-up bonus given to employees based on their contribution to the attainment of the department's targets.

¹Running time, based from the Development Academy of the Philippines, covers the inter-agency transmittal of documents, actual Secretariat and TWG review, waiting time on submission of additional data/justification if needed, validation of budget utilization rate and COA reports, curing of deficiencies on Transparency Seal, PhilGEPS, SALN, etc.

"We will continue to explore ways to enhance the government compensation and position classification system in order to incentivize performance in the civil service."

President Benigno Aquino III
(President's Budget Message)

A two-day training on Republic Act 9184 (Government Procurement Reform Act) and its revised Implementing Rules and Regulations was conducted for prospective bidders, suppliers, and contractors. The aim was to inform them of the government procurement procedures particularly on the standardized bidding procedures for the procurement of goods and services and infrastructure,



bidding documents, and alternative methods of procurement. The training likewise served as a venue to address queries and issues on procurement policies and procedures. It was conducted by the Government Procurement Policy Board-Technical Support Office on November 25-26, 2014 at the DBM Multi-Purpose Hall.

Open data . . .

from page 1

guiding principles in preparing good visuals and design for presentation.

To put learning into practice, a workshop was held where participants actually brought budget figures to life through the use of graphs, images, as well as catchy phrases. Guests such as seasoned journalist Charie Villa of ABS-CBN and young designers from Plus63 Design Co. gave their no-holds barred commentaries on the participants' outputs



Budget data brought to 'life'—one of the (visual) outputs from the participants.

and presentations. Ms Villa, for one, stressed the need to simplify data and budget jargons and to use, as much as possible, a single, compelling photo to capture the whole story. She stressed that a good visual could

make people understand a single presentation of datasets even if they speak different languages.

The Open Data Boot Camp was organized by the Open Data Philippines (ODP) Task Force composed of the Office of the Presidential Spokesperson, the Presidential Communications Development and Strategic Planning Office, and the Department of Budget and Management. The ODP is a commitment of the current Administration to the Open Government Partnership, a multilateral initiative where countries, such as the Philippines, commit to foster transparency, citizen empowerment, and fight corruption. (TIS) ■

Compensation Compendium

From a compilation prepared by the Organization, Position Classification and Compensation Bureau

Issue: What are the key features of Budget Circular (BC) No. 2014-3 "Guidelines on the Grant of the Productivity Enhancement Incentive to Government Employees for Fiscal Year (FY) 2014"?

DBM Response:

The Productivity Enhancement Incentive (PEI) is a component of the Performance-Based Incentive System introduced in Executive Order (EO) No. 80 to motivate higher performance and greater accountability in the public sector, and to ensure that agencies' commitments and targets under the 5 Key Result Areas in EO No. 43 and in the Philippine Development Plan 2011-2016 are accomplished.

Budget Circular No. 2014-3, which prescribes the guidelines on the grant of PEI for FY 2014, provides that the one-time incentive may be granted at the maximum amount of P5,000 each for:

- a. civilian employees in the national government occupying regular, contractual, and casual positions including those in GOCCs covered by the SSL and remain under the jurisdiction of the DBM
- b. military and uniformed personnel

To be entitled to the PEI, the following conditions must be met:

- The employees are still in the service as of October 31, 2014; and
- The employees have rendered at least a total or an aggregate of four (4) months with at least satisfactory service for the year, including leaves of absence with pay.

For government workers with less than 4 months of service, they shall be entitled to pro-rated PEI, as follows:

Length of Service	Percentage of the PEI
3 months to less than 4 months	40%
2 months to less than 3 months	30%
1 month to less than 2 months	20%
Less than 1 month	10%

Grant of PEI to Personnel in Local Government Units (LGUs):

LGU employees, including those in the *barangays* who are compensated through monthly honoraria, may be granted the one-time PEI at rates determined by the respective *sanggunian*.

LGUs have the discretion to set the amount of the PEI depending on their financial capability and subject to the following conditions:

- The PEI shall be charged against the LGU funds for FY 2014, subject to the Personnel Services limitation in LGU budgets pursuant to Sections 325 (a) and 331 (b) of Republic Act No. 7160; and
- The conditions/guidelines on the eligibility of employees under sub-item 5.2 of BC No. 2014-3 shall be adhered to.

The payment of the PEI shall be made not earlier than December 15, 2014.

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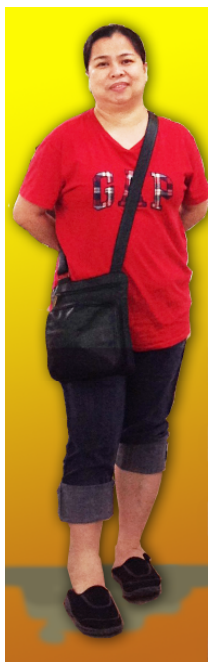
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Up Close and Personal with the HR Chief



Tough lady with a big heart! That's how we would describe our Human Resource Chief who manages to look after the welfare, not only of her son, but also of her 'sisters and brothers' in the DBM, and the street children in Tondo where she served as volunteer teacher for the Sto. Niño Parish Sunday Class in 2011.

This tough lady is a single parent whose only dream is to see her son finish his studies. A lady, whose task, as Chief of Human Resource & Development Division, is to look after the whole DBM community—their HR-related needs and how to deal with them. The love, care, and affection that she showers her son are also felt by her colleagues.

It is no easy feat to be a single mom and handle people—hundreds of them—with different needs. But with her good parenting skills and vast experience and knowledge on human resource management, she has managed to perform her job well. In fact, well enough that she still finds time to cook and bake for her loved ones including her staff and friends.

She graduated with a degree of Bachelor in Accountancy at the Polytechnic University of the Philippines as a partial academic scholar. She holds a master's degree in Human Resource Management from the Griffith University in Queensland, Australia where she was an AusAID Scholar. In 1995, she completed her Master in Government Management at the Pamantasan ng Lungsod ng Maynila. She is a member of the Griffith University Alumni Association and the Personnel Officers' Association of the Philippines. She started her career in the department in 1990 as a Clerk III and had several promotions since then.

This tough lady is none other than, **Ms. Lolita P. Matias** or Beth aka Betchay to her friends. (jeannieponio)

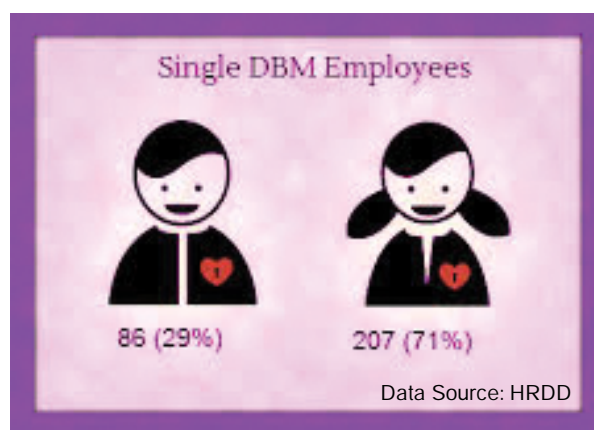
"(Being) single is no longer a lack of options—but a choice. A choice to refuse to let your life be defined by your relationship status but to live every day Happily and let your Ever After work itself out." – Mandy Hale, *The Single Woman: Life, Love, and a Dash of Sass*

Philippines: No. 1 in Gender Equality in Asia

Being recognized at work regardless of one's gender is a luxury in other countries, especially in highly conservative ones. This is why we, Filipinos, should be thankful for the privilege of having been recognized as Asia's top country that has closed gender differences in terms of having access to healthcare, education, political participation, resources, and work opportunities. The Philippines also has a higher ratio in the wage equality survey; has improved estimated earned income; and has a larger representation of female professional and technical workers.^[1] The Philippines placed 9th out of 142 countries evaluated^[2] from all over the world.

^[1] www.gmanetwork.com

^[2] 2014 Global Gender Gap Report published by the World Economic Forum (WEF), ph.news.yahoo.com



Did you know that of the 819 DBM employees, 293 (or almost 36%) are single. Most of whom are women.

Behold... the DBM's most eligible bachelors!

Good looks. Wit. Intelligence. Accomplished careers. And yes, single! In this issue, we feature two of the DBM's most eligible bachelors*. Read on ladies, because you might be the One they are looking for.

The Passionate Learner



A passion for learning and imparting a thing or two to people around him is just one of the interesting qualities of our first featured bachelor—Rowel Escalante. He currently heads

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Philippine PFM Program materials now available at the DBM Library



Handbooks, manuals, reports and other materials about the Philippine Public Financial Management (PFM) Program are now available at the library of the Department of Budget and Management (DBM).

Currently available at the DBM Library are the PFM Report 2011-2013, Project Briefs and FAQs, and relevant reference materials on the Unified Accounts Code Structure (UACS) such as the UACS Primer, UACS Manual, UACS 54-Digit and UACS Help Desk Posters.

The references can be accessed by employees of DBM and other government offices including GOCCs and LGUs, as well as students, researchers, media, CSOs and the general public. Located at the 1st Floor of DBM Building I, the DBM Library is open from Monday to Friday, 8AM to 12PM and 1PM to 5PM. (S. Inciong, PFMP)

Behold . . .

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the Management Division of the Corporate Planning and Reforms Service (CPRS) as well as the Department's Internal Quality Audit Team.

Although he admits that he is a shy and silent person, Rowel is an active member of different organizations where he coaches and trains youth and professionals alike, empowering them to achieve their personal goals.

Qualities of his ideal date: interestingly smart, down to earth, a keen listener

Fun facts: Sir Rowel holds five degrees (and still counting!), reads a lot, and loves *lugaw* with *lumpiang togue*, hard-boiled egg, tofu, or pork.

The "IT" Guy for the It Girl

Our next bachelor is the current OIC-Director of the Information and Communications Technology Systems Service (ICTSS)—Vinzon Manansala. He also represents the DBM in the Inter-agency Project Implementation Unit for GIFMIS Computerization, and actively participates in the CIO Forum advocacy organization which supports the computerization effort of the government in collaboration with the private sector.



As the person in charge of managing and supervising application development and mission critical and internal administrative IT systems of DBM for more than a decade, his expertise in his field is definitely unquestionable. His dedication to his work and quest for excellence helped him rise through the ranks, and makes him one of the youngest male officials in DBM.

Qualities of his ideal date: plain, simple

Fun facts: Dir. Vinz describes himself as a typical Virgo man, who has a quiet dignity and a man of few words. (macymatundan)

***Disclaimer:** We define bachelor as "a man who is not and has never been married" (google.com.ph). ■



Together again. Former B-II staff of the Ministry of Budget (now the DBM) gathered last December 6, 2014 at the Bayleaf Hotel in Intramuros for a reunion.